



## **RETRENCHED WORKERS AND WORKERS WHO ACCEPTED REDUNDANCY PACKAGES, VICTORIA**

**October 1993**

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**RETRENCHED WORKERS  
AND  
WORKERS WHO ACCEPTED  
REDUNDANCY PACKAGES, VICTORIA**  
**OCTOBER 1993**

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### **INQUIRIES**

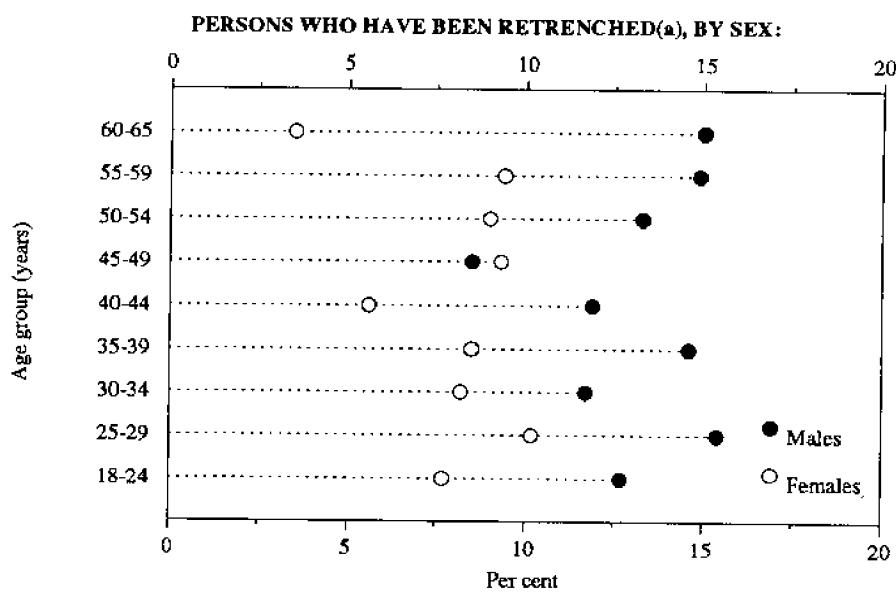
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## Summary of findings

**Persons aged between 18 and 65 years who were employed between October 1990 and October 1993**

- Over 1 in 10 persons (244,400) had experienced retrenchment during this time.
- 13 per cent of males (162,000) and 8 per cent of females (82,500) were retrenched.
- Persons in the 25-29 year and 55-59 year age groups reported the highest incidence of retrenchment (both 13 per cent).

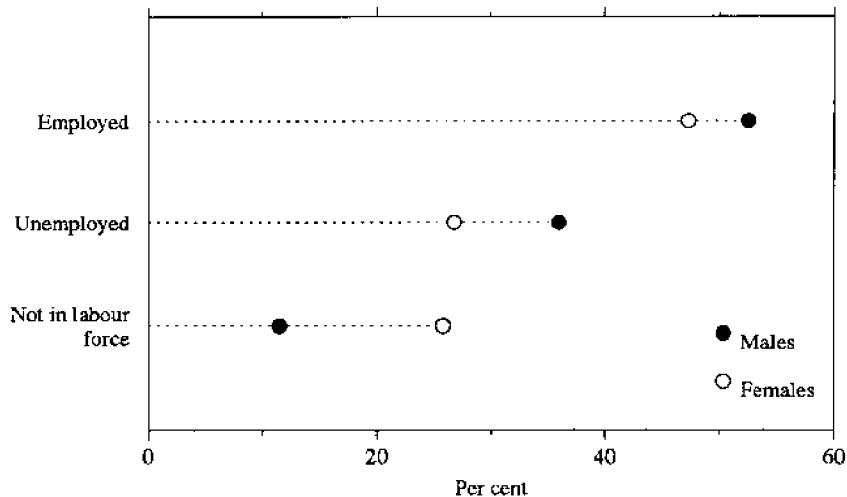


**Persons aged between 18 and 65 years who have been retrenched between October 1990 and October 1993**

- Almost two thirds (66 per cent) of the retrenched workers were males. (Of all persons who had a job during this period, 56 per cent were males.)
- 31,000 persons (13 per cent of those retrenched) had been retrenched twice or more since October 1990.
- 197,900 (81 per cent of those retrenched) were retrenched from the private sector.
- A majority of persons retrenched from the public sector (73 per cent) had been employed in that job for a period of 5 years or more, whereas a majority of persons retrenched from the private sector (73 per cent) were employed in that job for a period less than 5 years.
- 28 per cent of persons retrenched were given less than 1 day's notice of retrenchment, 19 per cent were given 1 day to less than 1 week's notice and 37 per cent were given 1 to 4 week's notice.

- Over half of the persons retrenched (51 per cent) reported 'not enough work/job cuts' as the main reason for retrenchment.
- Of the 244,400 persons retrenched, 124,100 are currently employed (51 per cent), 80,300 are currently unemployed (33 per cent) and 39,900 are not in the labour force (16 per cent).

**PERSONS WHO HAVE BEEN RETRENCHED(a), BY SEX:  
CURRENT LABOUR FORCE STATUS**



(a) Includes persons who became redundant or accepted redundancy packages.

- The unemployment rate of those persons who have been retrenched is 39 per cent. This is almost 8 times the unemployment rate of those persons who have not been retrenched (5 per cent).
- 28 per cent were retrenched from the manufacturing industry and 20 per cent were retrenched from the wholesale and retail trade industry.
- Over one fifth (22 per cent) of those persons retrenched were tradespersons, followed by labourers and related workers (20 per cent of all retrenched persons).
- Persons with post-school qualifications accounted for about half (51 per cent) of all those retrenched. However, the current unemployment rate for persons with post-school qualifications is 29 per cent compared to an unemployment rate of 51 per cent for those persons without post-school qualifications.
- 37 per cent of persons who had experienced retrenchment reported '*there were no jobs in their line of work*' as a difficulty experienced getting a job since retrenchment.
- 66 per cent of persons reported visiting CES/DEET after retrenchment, and 61 per cent reported visiting the DSS.

TABLE 1. PERSONS AGED BETWEEN 18 AND 65 YEARS WHO WERE EMPLOYED BETWEEN OCTOBER 1990 AND OCTOBER 1993:  
SEX AND AGE GROUP, BY WHETHER BEEN RETRENCHED DURING THIS TIME(a)

Age group (years)	Number ('000)			Per cent		
	Has been retrenched	Has not been retrenched	Total	Has been retrenched	Has not been retrenched	Total
MALES						
18-24	26.6	182.8	209.4	12.7	87.3	100.0
25-29	25.3	138.9	164.2	15.4	84.6	100.0
30-34	20.5	154.6	175.0	11.7	88.3	100.0
35-39	24.1	140.3	164.3	14.6	85.4	100.0
40-44	18.1	134.6	152.7	11.9	88.1	100.0
45-49	12.0	129.5	141.5	8.5	91.5	100.0
50-54	14.2	92.2	106.4	13.3	86.7	100.0
55-59	11.6	66.3	78.0	14.9	85.1	100.0
60-65	9.6	54.3	63.9	15.0	85.0	100.0
<b>Total</b>	<b>162.0</b>	<b>1,093.5</b>	<b>1,255.4</b>	<b>12.9</b>	<b>87.1</b>	<b>100.0</b>
FEMALES						
18-24	15.1	180.6	195.7	7.7	92.3	100.0
25-29	14.8	130.6	145.4	10.2	89.8	100.0
30-34	11.6	130.7	142.4	8.2	91.8	100.0
35-39	11.6	123.9	135.5	8.5	91.5	100.0
40-44	7.2	120.9	128.2	5.6	94.4	100.0
45-49	10.1	99.1	109.3	9.3	90.7	100.0
50-54	6.5	66.2	72.8	9.0	91.0	100.0
55-59	* 4.4	42.7	47.2	* 9.4	90.6	100.0
60-65	** 1.1	28.7	29.7	** 3.5	96.5	100.0
<b>Total</b>	<b>82.5</b>	<b>923.6</b>	<b>1,006.1</b>	<b>8.2</b>	<b>91.8</b>	<b>100.0</b>
PERSONS						
18-24	41.7	363.4	405.1	10.3	89.7	100.0
25-29	40.1	269.5	309.6	13.0	87.0	100.0
30-34	32.1	285.3	317.4	10.1	89.9	100.0
35-39	35.6	264.2	299.8	11.9	88.1	100.0
40-44	25.3	255.5	280.8	9.0	91.0	100.0
45-49	22.1	228.6	250.8	8.8	91.2	100.0
50-54	20.7	158.4	179.2	11.6	88.4	100.0
55-59	16.1	109.1	125.1	12.8	87.2	100.0
60-65	10.7	83.0	93.7	11.4	88.6	100.0
<b>Total</b>	<b>244.4</b>	<b>2,017.1</b>	<b>2,261.5</b>	<b>10.8</b>	<b>89.2</b>	<b>100.0</b>

(a) Includes persons who became redundant or accepted redundancy packages.

TABLE 2. PERSONS AGED BETWEEN 18 AND 65 YEARS WHO WERE EMPLOYED BETWEEN OCTOBER 1990 AND OCTOBER 1993: WHETHER BEEN RETRENCHED DURING THIS TIME(a) AND AGE GROUP, BY CURRENT LABOUR FORCE STATUS

Age group (years)	Employed	Number ('000)			Per cent			Unemploy- ment rate (per cent)	
		Unemp- loyed	Not in labour force	Total	Employed	Unemp- loyed	Not in labour force		
HAS BEEN RETRENCHED									
18-24	20.9	18.0	* 2.8	41.7	50.1	43.2	* 6.7	100.0	46.3
25-29	23.5	12.9	* 3.7	40.1	58.7	32.2	* 9.1	100.0	35.5
30-34	19.6	8.5	* 4.0	32.1	61.2	26.4	* 12.4	100.0	30.1
35-39	19.6	10.6	5.5	35.6	54.9	29.7	15.4	100.0	35.1
40-44	15.2	6.7	* 3.5	25.3	60.1	26.3	* 13.7	100.0	30.4
45-49	11.8	7.1	* 3.2	22.1	53.6	32.0	* 14.5	100.0	37.4
50-54	8.4	7.6	4.8	20.7	40.4	36.5	23.1	100.0	47.5
55-59	* 3.8	4.7	7.6	16.1	* 23.5	29.2	47.3	100.0	55.4
60-65	* 1.3	* 4.4	5.0	10.7	* 12.3	* 41.1	46.7	100.0	77.0
<b>Total</b>	<b>124.1</b>	<b>80.3</b>	<b>39.9</b>	<b>244.4</b>	<b>50.8</b>	<b>32.9</b>	<b>16.3</b>	<b>100.0</b>	<b>39.3</b>
HAS NOT BEEN RETRENCHED									
18-24	293.9	32.9	36.6	363.4	80.9	9.1	10.1	100.0	10.1
25-29	231.7	15.2	22.7	269.5	85.9	5.6	8.4	100.0	6.1
30-34	245.5	13.2	26.6	285.3	86.1	4.6	9.3	100.0	5.1
35-39	235.7	9.8	18.7	264.2	89.2	3.7	7.1	100.0	4.0
40-44	236.4	6.0	13.1	255.5	92.5	2.4	5.1	100.0	2.5
45-49	214.6	* 4.6	9.5	228.6	93.8	* 2.0	4.2	100.0	2.1
50-54	145.2	* 3.4	9.8	158.4	91.7	* 2.1	6.2	100.0	2.3
55-59	88.2	* 2.3	18.6	109.1	80.9	* 2.1	17.0	100.0	2.5
60-65	53.4	* 2.1	27.6	83.0	64.3	* 2.5	33.2	100.0	3.7
<b>Total</b>	<b>1,744.5</b>	<b>89.5</b>	<b>183.1</b>	<b>2,017.1</b>	<b>86.5</b>	<b>4.4</b>	<b>9.1</b>	<b>100.0</b>	<b>4.9</b>
TOTAL									
18-24	314.8	50.9	39.4	405.1	77.7	12.6	9.7	100.0	13.9
25-29	255.2	28.1	26.4	309.6	82.4	9.1	8.5	100.0	9.9
30-34	265.2	21.7	30.6	317.4	83.5	6.8	9.6	100.0	7.6
35-39	255.3	20.4	24.2	299.8	85.1	6.8	8.1	100.0	7.4
40-44	251.6	12.7	16.5	280.8	89.6	4.5	5.9	100.0	4.8
45-49	226.4	11.6	12.7	250.8	90.3	4.6	5.1	100.0	4.9
50-54	153.6	11.0	14.6	179.2	85.7	6.1	8.1	100.0	6.7
55-59	92.0	7.0	26.2	125.1	73.5	5.6	20.9	100.0	7.1
60-65	54.7	6.4	32.5	93.7	58.4	6.9	34.7	100.0	10.5
<b>Total</b>	<b>1,868.6</b>	<b>169.8</b>	<b>223.0</b>	<b>2,261.5</b>	<b>82.6</b>	<b>7.5</b>	<b>9.9</b>	<b>100.0</b>	<b>8.3</b>

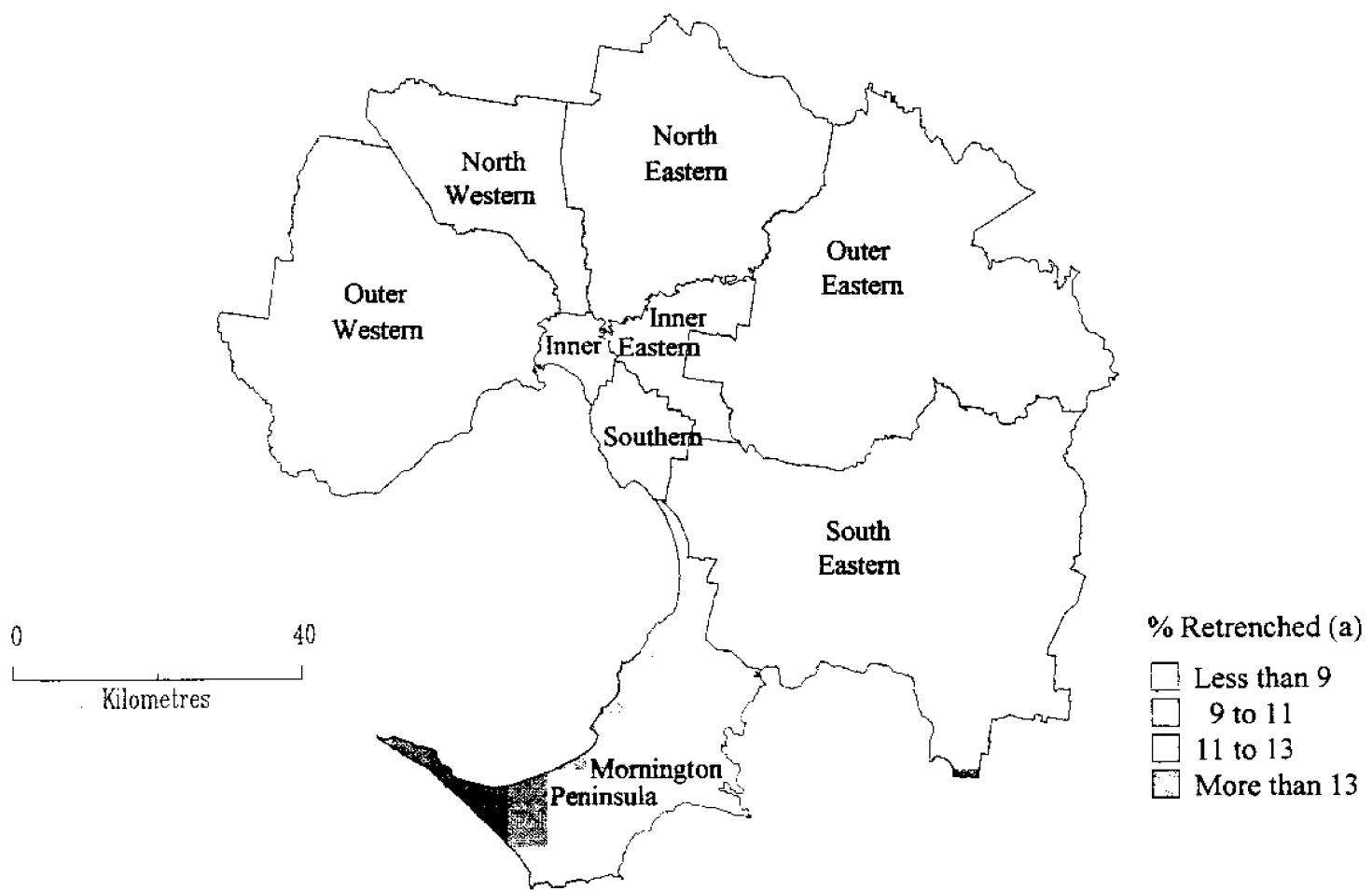
(a) Includes persons who became redundant or accepted redundancy packages.

**TABLE 3. PERSONS AGED BETWEEN 18 AND 65 YEARS WHO WERE EMPLOYED BETWEEN OCTOBER 1990 AND OCTOBER 1993:  
VICTORIAN REGIONS, BY WHETHER BEEN RETRENCHED DURING THIS TIME(a)**

Region	Number ('000)			Per cent		
	Has been retrenched	Has not been retrenched	Total	Has been retrenched	Has not been retrenched	Total
<i>Melbourne MSR</i>						
North Western Melbourne	177.6	1,464.7	1,642.3	10.8	89.2	100.0
Outer Western Melbourne	18.6	113.7	132.4	14.1	85.9	100.0
Inner Melbourne	29.3	214.6	243.9	12.0	88.0	100.0
North Eastern Melbourne	12.1	110.0	122.0	9.9	90.1	100.0
Inner Eastern Melbourne	19.5	183.0	202.5	9.6	90.4	100.0
Southern Melbourne	18.2	211.2	229.4	7.9	92.1	100.0
Outer Eastern Melbourne	17.2	166.1	183.2	9.4	90.6	100.0
South Eastern Melbourne	27.4	234.0	261.4	10.5	89.5	100.0
Mornington Peninsula	23.2	145.0	168.2	13.8	86.2	100.0
	12.1	87.2	99.3	12.2	87.8	100.0
<i>Balance of Victoria MSR</i>						
Barwon-Western District	66.8	552.3	619.2	10.8	89.2	100.0
Central Highlands-Wimmera	18.6	146.3	164.9	11.3	88.7	100.0
Loddon-Campaspe-Mallee	11.7	77.5	89.2	13.2	86.8	100.0
Goulburn-Ovens-Murray	11.8	122.9	134.7	8.8	91.2	100.0
All Gippsland	8.1	116.3	124.3	6.5	93.5	100.0
	16.6	89.4	106.0	15.7	84.3	100.0
<b>Total</b>	<b>244.4</b>	<b>2,017.1</b>	<b>2,261.5</b>	<b>10.8</b>	<b>89.2</b>	<b>100.0</b>

MSR is the Major Statistical Region. (a) Includes persons who became redundant or accepted redundancy packages.

MELBOURNE LABOUR FORCE REGIONS: PERCENT OF PERSONS AGED BETWEEN 18 AND 65 YEARS WHO HAVE BEEN RETRENCHED BETWEEN OCTOBER 1990 AND OCTOBER 1993(a)



VICTORIAN LABOUR FORCE REGIONS: PERCENT OF PERSONS AGED BETWEEN 18 AND 65 YEARS WHO HAVE BEEN RETRENCHED BETWEEN OCTOBER 1990 AND OCTOBER 1993(a)

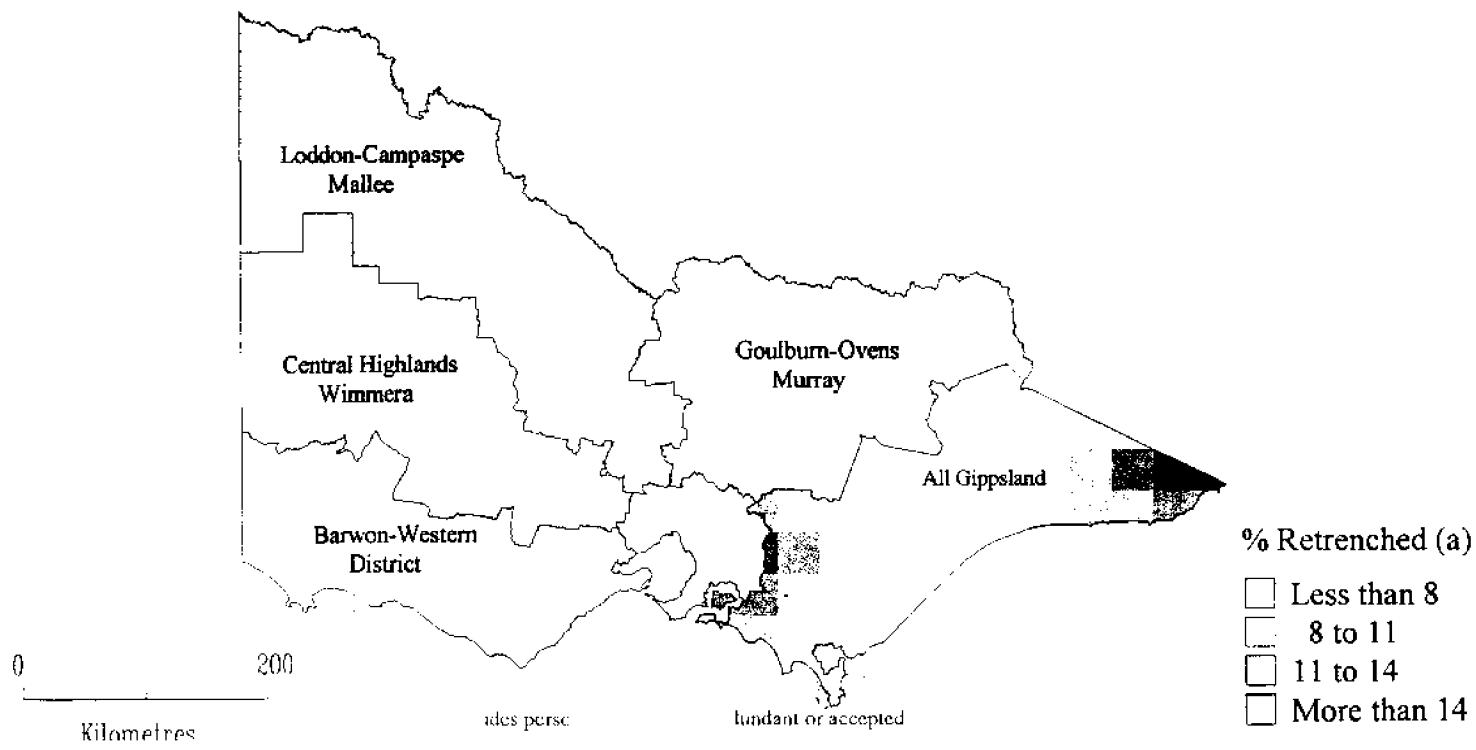


TABLE 4. PERSONS AGED BETWEEN 18 AND 65 YEARS WHO HAVE BEEN RETRENCHED BETWEEN OCTOBER 1990 AND OCTOBER 1993(a): SELECTED SOCIO-DEMOGRAPHIC CHARACTERISTICS, BY CURRENT LABOUR FORCE STATUS

	Number ('000)			Per cent				Unemploy- ment rate (per cent)	
	Employed	Unemp- loyed	Not in labour force	Total		Unemp- loyed	Not in labour force		
				Employed	Total				
<b>Sex</b>									
Male	85.1	58.3	18.6	162.0	68.6	72.5	46.6	66.3	
Female	39.0	22.1	21.3	82.5	31.4	27.5	53.4	33.7	
<b>Age group (years)</b>									
18-24	20.9	18.0	* 2.8	41.7	16.8	22.4	* 7.0	17.1	
25-29	23.5	12.9	* 3.7	40.1	18.9	16.1	* 9.2	16.4	
30-34	19.6	8.5	* 4.0	32.1	15.8	10.5	* 10.0	13.1	
35-39	19.6	10.6	5.5	35.6	15.8	13.2	13.7	14.6	
40-44	15.2	6.7	* 3.5	25.3	12.3	8.3	* 8.7	10.4	
45-49	11.8	7.1	* 3.2	22.1	9.5	8.8	* 8.0	9.0	
50-54	8.4	7.6	4.8	20.7	6.7	9.4	12.0	8.5	
55-59	* 3.8	4.7	7.6	16.1	* 3.0	5.8	19.0	6.6	
60-65	* 1.3	* 4.4	5.0	10.7	* 1.1	* 5.5	12.5	4.4	
<b>Country of birth</b>									
Australia	92.0	57.2	25.0	174.1	74.1	71.2	62.5	71.2	
Other main English speaking countries (b)	11.1	5.0	* 3.9	19.9	8.9	6.2	* 9.7	8.1	
Other	21.1	18.2	11.1	50.4	17.0	22.6	27.9	20.6	
<b>Highest educational qualification</b>									
With post-school qualification	77.9	31.4	16.0	125.3	62.7	39.1	40.1	51.3	
Trade certificate/apprenticeship	35.4	13.9	5.3	54.6	28.5	17.3	13.2	22.3	
Bachelor degree or higher	12.8	6.5	* 2.7	21.9	10.3	8.0	* 6.7	9.0	
Other post-school qualification	29.7	11.1	8.1	48.9	24.0	13.8	20.2	20.0	
Without post-school qualification	46.2	43.9	23.9	119.1	37.3	60.9	59.9	48.7	
Highest year secondary	13.2	9.1	4.6	26.9	10.6	11.4	11.6	11.0	
Other school qualification	33.0	39.8	19.3	92.1	26.6	49.5	48.3	37.7	
<b>Family status</b>									
Member of a family	98.8	63.6	35.8	198.1	79.6	79.1	89.6	81.1	
Husband	56.1	33.7	14.2	104.1	45.2	42.0	35.6	42.6	
With dependant children (c)	40.0	20.3	5.0	65.3	32.2	25.2	12.6	26.7	
Without dependant children (c)	16.2	13.5	9.2	38.8	13.0	16.8	23.0	15.9	
Wife	20.8	7.2	17.0	45.0	16.8	8.9	42.5	18.4	
With dependant children (c)	11.2	* 3.4	9.3	23.9	9.0	* 4.2	23.3	9.8	
Without dependant children (c)	9.6	* 3.8	7.7	21.1	7.7	* 4.7	19.2	8.6	
Sole parent	* 3.1	* 3.6	* 2.2	8.8	* 2.5	* 4.5	* 5.4	3.6	
Other family member	18.7	19.1	* 2.4	40.2	15.1	23.7	* 6.1	16.5	
Not a member of a family	21.6	14.5	* 3.0	39.1	17.4	18.0	* 7.6	16.0	
Living alone	10.7	6.4	* 2.8	19.8	8.6	7.9	* 6.9	8.1	
Not living alone	10.9	8.1	** 0.3	19.3	8.8	10.1	** 0.7	7.9	
Not known	* 3.8	* 2.3	** 1.1	7.2	* 3.1	* 2.8	** 2.8	2.9	
<b>Total</b>	<b>124.1</b>	<b>80.3</b>	<b>39.9</b>	<b>244.4</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>39.3</b>	

(a) Includes persons who became redundant or accepted redundancy packages. (b) Comprises United Kingdom, Ireland, Canada, South Africa, USA and New Zealand.

(c) Dependent children are defined as those who are usually resident in the household and; aged 0 to 14 or; aged 15 to 19 and attending school full time or; aged 15 to 25 and attending tertiary education full time.

TABLE 5. PERSONS AGED BETWEEN 18 AND 65 YEARS WHO HAVE BEEN RETRENCHED BETWEEN OCTOBER 1990 AND OCTOBER 1993(a): SELECTED EMPLOYMENT RELATED CHARACTERISTICS, BY CURRENT LABOUR FORCE STATUS

	Number ('000)			Per cent				Unemploy- ment rate (per cent)
	Employed	Unemp- loyed	Not in labour force	Total	Employed	Unemp- loyed	Not in labour force	
<b>Number of times retrenched since October 1990</b>								
Once	109.1	66.2	38.0	213.4	87.9	82.4	95.2	87.3
Twice	11.5	10.4	** 1.1	23.0	9.3	13.0	** 2.7	9.4
Three times or more	* 3.5	* 3.7	** 0.8	8.0	* 2.8	* 4.6	** 2.1	3.3
<b>Sector of job retrenched from</b>								
Private	101.1	68.3	28.5	197.9	81.5	85.0	71.4	81.0
Public	23.0	12.0	11.4	46.5	18.5	15.0	28.6	19.0
<b>Length of time employed in job most recently retrenched from</b>								
Less than 6 months	11.3	16.7	* 3.0	31.0	9.1	20.8	* 7.5	12.7
6 months to less than 1 year	14.5	11.8	* 2.7	29.0	11.7	14.6	* 6.8	11.9
1 to less than 2 years	21.2	10.8	* 3.0	34.9	17.0	13.4	* 7.5	14.3
2 to less than 3 years	16.5	7.7	* 4.3	28.4	13.3	9.5	* 10.7	11.6
3 to less than 5 years	19.0	10.0	* 3.8	32.7	15.3	12.4	* 9.5	13.4
5 to less than 10 years	22.2	9.1	6.5	37.8	17.9	11.4	16.1	15.4
10 to less than 20 years	13.7	8.3	9.9	31.9	11.1	10.3	24.7	13.0
20 years or more	5.9	6.1	6.8	18.8	4.7	7.6	17.1	7.7
<b>Main reason retrenched</b>								
Not enough work/job cuts	65.9	40.3	18.6	124.8	53.1	50.2	46.6	51.1
Business closed	19.8	11.0	* 3.2	34.0	16.0	13.6	* 8.1	13.9
Change of management	6.5	* 3.9	* 3.9	14.3	5.2	* 4.9	* 9.8	5.8
Other business problems	6.5	* 4.5	* 2.7	13.7	5.2	* 5.6	* 6.7	5.6
Ill health or physical disability/ too young or too old	* 1.6	* 4.2	4.7	10.6	* 1.3	* 5.3	11.7	4.3
<b>Nature of job changed/ new technology</b>								
Other (b)	20.3	13.2	* 4.4	37.8	16.3	16.4	* 10.9	15.5
<b>Industry of job retrenched from</b>								
Manufacturing	30.6	25.4	12.0	68.1	24.7	31.6	30.1	27.8
Construction	14.4	5.2	* 1.6	21.2	11.6	6.4	* 4.1	8.7
Wholesale and retail trade	28.1	15.1	6.1	49.2	22.6	18.8	15.2	20.1
Transport and storage	7.2	* 4.4	* 1.7	13.2	5.8	* 5.5	* 4.2	5.4
Finance, property and business services	12.9	* 4.0	* 3.2	20.1	10.4	* 5.0	* 8.0	8.2
Community services	11.1	4.9	6.6	22.6	8.9	6.1	16.6	9.2
Recreational, personal and other services	6.2	6.3	* 2.0	14.5	5.0	7.9	* 4.9	5.9
Other (c)	11.0	14.2	5.9	31.1	8.8	17.7	14.8	12.7
<b>Occupation of job retrenched from</b>								
Managers and administrators	8.5	* 3.6	* 2.2	14.2	6.8	* 4.4	* 5.5	5.8
Professionals	10.6	* 4.4	* 2.5	17.4	8.5	* 5.5	* 6.2	7.1
Para-professionals	* 4.2	* 2.8	** 0.9	7.8	* 3.3	* 3.5	** 2.2	3.2
Tradespersons	32.7	16.2	5.2	54.1	26.3	20.2	13.0	22.1
Clerks	20.3	7.8	8.2	36.3	16.3	9.7	20.6	14.9
Salespersons and personal service workers	16.5	13.8	* 4.5	34.8	13.3	17.1	* 11.2	14.2
Plant and machine operators, and drivers	9.0	13.1	4.9	27.0	7.3	16.3	12.2	11.1
Labourers and related workers	20.0	17.8	10.8	48.6	16.1	22.2	26.9	19.9
<b>Total</b>	<b>124.1</b>	<b>80.3</b>	<b>39.9</b>	<b>244.4</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>39.3</b>

(a) Includes persons who became redundant or accepted redundancy packages. (b) Includes don't know. (c) Comprises agriculture, forestry, fishing, hunting and mining, electricity, gas and water, communication and public administration and defence.

TABLE 6. PERSONS AGED BETWEEN 18 AND 65 YEARS WHO HAVE BEEN RETRENCHED BETWEEN OCTOBER 1990 AND OCTOBER 1993(a): SELECTED EMPLOYMENT RELATED CHARACTERISTICS, BY SEX

	Number ('000)			Per cent		
	Males	Females	Persons	Males	Females	Total
<b>Number of times retrenched since October 1990</b>						
Once	138.2	75.1	213.4	85.3	91.1	87.3
Twice	16.5	6.5	23.0	10.2	7.9	9.4
Three times or more	7.2	** 0.8	8.0	4.5	** 1.0	3.3
<b>Sector of job retrenched from</b>						
Private	133.4	64.5	197.9	82.4	78.3	81.0
Public	28.6	17.9	46.5	17.6	21.7	19.0
<b>Length of time employed in job most recently retrenched from</b>						
Less than 6 months	20.5	10.5	31.0	12.7	12.7	12.7
6 months to less than 1 year	18.4	10.6	29.0	11.3	12.9	11.9
1 to less than 2 years	22.2	12.7	34.9	13.7	15.5	14.3
2 to less than 3 years	17.1	11.3	28.4	10.6	13.7	11.6
3 to less than 5 years	20.1	12.6	32.7	12.4	15.3	13.4
5 to less than 10 years	24.7	13.1	37.8	15.2	15.9	15.4
10 to less than 20 years	21.6	10.3	31.9	13.3	12.5	13.0
20 years or more	17.4	* 1.4	18.8	10.7	* 1.7	7.7
<b>Main reason retrenched</b>						
Not enough work/job cuts	86.4	38.4	124.8	53.3	46.6	51.1
Business closed	22.0	12.0	34.0	13.6	14.6	13.9
Change of management	8.7	5.5	14.3	5.4	6.7	5.8
Other business problems	7.1	6.6	13.7	4.4	8.0	5.6
Ill health or physical disability/ too young or too old	6.8	* 3.7	10.6	4.2	* 4.5	4.3
Nature of job changed/ new technology	7.4	* 1.8	9.2	4.6	* 2.2	3.8
Other (b)	23.6	14.3	37.8	14.5	17.3	15.5
<b>Industry of job retrenched from</b>						
Manufacturing	48.4	19.6	68.1	29.9	23.8	27.8
Construction	19.2	* 1.9	21.2	11.9	* 2.3	8.7
Wholesale and retail trade	31.5	17.7	49.2	19.4	21.5	20.1
Transport and storage	10.3	* 2.9	13.2	6.3	* 3.6	5.4
Finance, property and business services	9.9	10.3	20.1	6.1	12.4	8.2
Community services	8.9	13.7	22.6	5.5	16.6	9.2
Recreational, personal and other services	7.4	7.1	14.5	4.6	8.6	5.9
Other (c)	23.5	7.6	31.1	14.5	9.2	12.7
<b>Occupation of job retrenched from</b>						
Managers and administrators	11.9	* 2.4	14.2	7.3	* 2.9	5.8
Professionals	10.9	6.6	17.4	6.7	8.0	7.1
Para-professionals	6.7	** 1.1	7.8	4.2	** 1.3	3.2
Tradespersons	50.2	* 3.9	54.1	31.0	* 4.7	22.1
Clerks	9.8	26.5	36.3	6.1	32.1	14.9
Salespersons and personal service workers	15.2	19.5	34.8	9.4	23.7	14.2
Plant and machine operators, and drivers	19.7	7.3	27.0	12.2	8.9	11.1
Labourers and related workers	34.7	13.9	48.6	21.4	16.8	19.9
<b>Total</b>	<b>162.0</b>	<b>82.5</b>	<b>244.4</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

(a) Includes persons who became redundant or accepted redundancy packages. (b) Includes don't know. (c) Comprises agriculture, forestry, fishing, hunting and mining, electricity, gas and water, communication and public administration and defence.

TABLE 7. PERSONS AGED BETWEEN 18 AND 65 YEARS WHO HAVE BEEN RETRENCHED BETWEEN OCTOBER 1990 AND OCTOBER 1993(a): NOTICE GIVEN BEFORE RETRENCHED AND LENGTH OF TIME EMPLOYED IN JOB MOST RECENTLY RETRENCHED FROM, BY SECTOR OF JOB RETRENCHED FROM

	Number ('000)			Per cent		
	Private	Public	Total	Private	Public	Total
<b>Notice given before retrenched</b>						
Less than 1 day	64.5	* 2.9	67.4	32.6	* 6.3	27.6
1 day to less than 1 week	38.6	6.7	45.3	19.5	14.4	18.5
1 to 4 weeks	69.5	22.0	91.5	35.1	47.3	37.4
5 to 9 weeks	10.7	6.7	17.5	5.4	14.5	7.1
9 to 13 weeks	7.1	* 3.9	11.1	3.6	* 8.4	4.5
More than 13 weeks	7.5	* 4.2	11.8	3.8	* 9.1	4.8
<b>Length of time employed in job most recently retrenched from</b>						
Less than 6 months	28.6	* 2.4	31.0	14.5	* 5.1	12.7
6 months to less than 1 year	28.7	** 0.3	29.0	14.5	** 0.6	11.9
1 to less than 2 years	32.8	* 2.2	34.9	16.6	* 4.6	14.3
2 to less than 3 years	25.3	* 3.1	28.4	12.8	* 6.7	11.6
3 to less than 5 years	28.2	* 4.5	32.7	14.3	* 9.6	13.4
5 to less than 10 years	28.5	9.2	37.8	14.4	19.8	15.4
10 to less than 20 years	16.9	14.9	31.9	8.6	32.1	13.0
20 years or more	8.8	10.0	18.8	4.4	21.5	7.7
<b>Total</b>	<b>197.9</b>	<b>46.5</b>	<b>244.4</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

(a) Includes persons who became redundant or accepted redundancy packages.

TABLE 8. PERSONS AGED BETWEEN 18 AND 65 YEARS WHO HAVE BEEN RETRENCHED BETWEEN OCTOBER 1990 AND OCTOBER 1993(a): AGENCIES VISITED AFTER RETRENCHED AND TYPE OF ASSISTANCE PROVIDED, BY CURRENT LABOUR FORCE STATUS

	Number ('000)			Per cent			Unemploy- ment rate (per cent)		
	Employed	Unemp- loyed	Not in labour force	Total	Employed	Unemp- loyed	Not in labour force		
<b>Agencies visited after retrenched (b)</b>									
CES/DEET	74.0	70.5	15.6	160.1	46.2	44.0	9.8	100.0	48.8
DSS	65.5	65.5	17.9	148.9	44.0	44.0	12.0	100.0	50.0
TAFFE or educational institution	9.9	15.5	* 2.8	28.2	35.0	55.2	* 9.8	100.0	61.2
Private employment agency	24.2	15.6	** 0.8	40.6	59.7	38.3	** 2.0	100.0	39.1
Any employers	57.3	55.2	7.4	119.9	47.8	46.0	6.2	100.0	49.1
Union	6.4	7.3	* 1.4	15.1	42.5	48.2	* 9.3	100.0	53.1
Other	8.2	16.5	* 2.3	27.0	30.3	61.3	* 8.4	100.0	66.9
None	26.2	* 2.4	14.7	43.4	60.4	* 5.6	34.0	100.0	8.5
<b>Type of assistance provided (c)</b>									
Referred to CES noticeboard	57.7	56.0	10.0	123.7	46.7	45.2	8.1	100.0	49.2
Referred to an interview for a job	30.7	26.9	* 2.9	60.6	50.7	44.5	* 4.8	100.0	46.7
A job placement	19.5	5.3	** 0.8	25.6	76.2	20.7	** 3.1	100.0	21.3
Advice on job hunting	21.4	26.0	* 3.1	50.5	42.4	51.5	* 6.1	100.0	54.8
Career advice	6.9	11.0	* 1.7	19.6	35.2	56.2	* 8.6	100.0	61.5
Other assistance (d)	6.9	9.2	* 4.4	20.5	33.6	44.9	* 21.6	100.0	57.2
None	19.7	11.4	10.7	41.9	47.2	27.2	25.7	100.0	36.5
<b>Total</b>	<b>124.1</b>	<b>80.3</b>	<b>39.9</b>	<b>244.4</b>	<b>50.8</b>	<b>32.9</b>	<b>16.3</b>	<b>100.0</b>	<b>39.3</b>

CES is the Commonwealth Employment Service; DEET is the Department of Employment, Education and Training; DSS is the Department of Social Security; TAFE is Technical and Further Education. (a) Includes persons who became redundant or accepted redundancy packages. (b) Components may not add to total as more than one agency may have been visited. (c) Components may not add to total as more than one type of assistance may have been provided. (d) Includes help with apprenticeship and financial assistance to return to study.

TABLE 9. PERSONS AGED BETWEEN 18 AND 65 YEARS WHO HAVE BEEN RETRENCHED BETWEEN OCTOBER 1990 AND OCTOBER 1993(a): TROUBLES EXPERIENCED GETTING A JOB SINCE RETRENCHMENT, BY SEX

Troubles experienced getting a job since retrenchment (b)	Number ('000)			Per cent		
	Males	Females	Persons	Males	Females	Total
Own ill health or disability	9.3	* 4.4	13.8	5.8	* 5.4	5.6
Employers thought was too young or too old	37.7	18.4	56.1	23.3	22.3	22.9
The hours were unsuitable	* 2.6	4.8	7.4	* 1.6	5.8	3.0
Transport problems or too far to travel	9.5	6.0	15.5	5.9	7.3	6.3
Did not have the required education, training or skills	27.5	12.3	39.8	17.0	14.9	16.3
Language difficulties	5.3	* 2.1	7.3	3.2	* 2.5	3.0
Did not have enough experience	15.9	9.0	24.9	9.8	10.9	10.2
There were no jobs in line of work	68.1	22.7	90.8	42.0	27.5	37.1
There were no jobs at all	54.1	19.7	73.8	33.4	23.8	30.2
Other difficulty (c)	5.8	8.2	14.1	3.6	10.0	5.8
No difficulties at all	41.4	23.8	65.3	25.6	28.9	26.7
<b>Total</b>	<b>162.0</b>	<b>82.5</b>	<b>244.4</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

(a) Includes persons who became redundant or accepted redundancy packages. (b) Components may not add to total as more than one trouble may have been reported.

(c) Includes discrimination against migrants/ethnic groups, difficulty with finding childcare and other family responsibilities.

## Retrenched Workers and Workers Who Accepted Redundancy Packages

October 1993

### Need additional data?

The survey *Retrenched Workers & Workers Who Accepted Redundancy Packages* provides information on the characteristics of retrenched workers and workers who accepted redundancy packages in Victoria between October 1990 and October 1993. A customised data service is now available to meet special data requirements.

**Topics covered by the survey include:**

*For the most recent job retrenched or made redundant from:*

- Length of service
- Occupation and industry
- Notice given when retrenched or made redundant
- Sector of employment
- Main reasons for retrenchment/redundancy
- Troubles experienced getting a job since retrenchment or redundancy

*For those who have been retrenched or made redundant:*

- Current labour force status
- Type of work being sought
- Job search experience
- Highest education attainment
- Whether registered with the Commonwealth Employment Service
- Type of training or short courses undertaken since retrenchment
- Post retrenchment training/educational attendance
- Current training/educational attendance
- Type of assistance given when seeking new jobs
- Main language other than English spoken at home
- Occupation and industry in current employment

**Data can be classified by the following variables:**

- Age
- Sex
- Marital status
- Family status
- Country of birth
- Educational qualifications
- Industry
- Occupation
- Sector of job retrenched from
- Labour force region
- Labour force status
- Main language spoken at home

To discuss your data requirements from *Retrenched Workers and Workers Who Accepted Redundancy Packages* or for further information regarding this survey please contact  
**Adrian Serraglio on (03) 615 7352.**



## **EXPLANATORY NOTES**

### **Introduction**

1. This publication summarises the results of a Survey of *Retrenched Workers and Workers Who Accepted Redundancy Packages* that was conducted throughout Victoria during October 1993 as a supplement to the Australia-wide Monthly Population Survey.

### **Monthly Population Survey**

#### *Survey design*

2. The Monthly Population Survey is based on a multi-stage sample of private and non-private dwellings. Private dwellings include houses, flats, home units, tents, and any other structures used as private residences at the time of the survey. Special dwellings include hotels, caravan parks, hospitals, flop-houses, etc.

3. The sample covers about two-thirds of one per cent of the civilian population of Australia and includes about one-half of one per cent of Victoria's population. Information is obtained from the occupants of selected dwellings by personal interview.

4. The Monthly Population Survey comprises the Labour Force Survey and, for most months of the year, an additional supplementary topic. The main emphasis is on the regular collection of specific data on demographic and labour force characteristics of the population and, for this reason, this component is usually referred to as the Labour Force Survey. Supplementary surveys are carried out on a wide variety of topics.

#### *Scope*

5. All persons aged 15 years and over are included in the Labour Force Survey except:

- (a) certain diplomatic personnel of overseas governments customarily excluded from census and estimated populations;
- (b) overseas visitors holidaying in Australia;
- (c) members of the permanent defence forces; and
- (d) members of non-Australian defence forces (and their dependants) stationed in Australia.

### **Supplementary survey**

#### *Survey design*

6. The Supplementary Survey was conducted using the sample of private dwellings in Victoria that were included in the Monthly Population Survey. This provided a sample of approximately 7,000 households where a full response was obtained. Special dwellings were excluded from the Supplementary Survey. Information was collected by personal interview of an adult in the household for usual residents aged 18 to 65 years inclusive.

### **Definitions**

7. *Retrenched workers*: persons who ceased a job involuntarily, that is:

- (a) they were retrenched or the business they were working for closed down because of financial difficulties (not including their own business or family business); or
- (b) they were dismissed from their job for any reason including 'age' and 'own health or injury'.

Excluded from the definition are:

- (c) self employed persons and those in family businesses;
- (d) persons who have not had contracts renewed (e.g. teachers who were employed on a contract basis which was not renewed once expired, workers in the building industry whose contracts expired upon completion of project or any other time);
- (e) voluntary workers; and
- (f) workers who have been given notice or retrenchment but had not yet finished working.

8. *Persons who have become redundant (or made redundant)*:

- (a) those persons who have accepted voluntary redundancy packages; and
- (b) those who have had some inducement or pressure applied to them to accept a redundancy package.

**Excluded from the definition are:**

(c) those who have been given notice of redundancy but are still working.

9. **Employed:** Persons aged 15 and over who, during the reference week:

- (a) worked for one hour or more for pay, profit, commission or payment in kind in a job or business, or on a farm (comprising employees, employers and self employed persons); or
- (b) worked for one hour or more without pay in a family business or on a farm (i.e. unpaid family helpers); or
- (c) were employees who had a job but were not at work and were: on paid leave; on leave without pay for less than four weeks up to the end of the reference week; stood down without pay because of bad weather or plant breakdown at their place of employment for less than four weeks up to the end of the reference week; on strike or locked out; on workers' compensation and expecting to be returning to their job; or receiving wages or salary while undertaking full time study; or
- (d) were employers, self employed persons or unpaid family helpers who had a job, business or farm, but were not at work.

10. **Full-time workers:** Employed persons who usually worked 35 hours or more a week (in all jobs) and others who, although usually working less than 35 hours a week, worked 35 hours or more during the reference week.

11. **Part-time workers:** Employed persons who usually worked for less than 35 hours a week and who did so during the reference week.

12. **Unemployed:** Persons aged 15 and over who were not employed during the reference week and:

- (a) had actively looked for full-time or part-time work at any time in the four weeks up to the end of the reference week and:
- (i) were available for work in the reference week, or would have been available except for temporary illness (i.e. lasting for less than four weeks to the end of the reference week); or
- (ii) were waiting to start a new job within four weeks from the end of the reference week and would have started in the reference week if the job had been available then; or
- (b) were waiting to be called back to a full-time or part-time job from which they had been stood down without pay for less than four weeks up to the end of the reference week (including the whole of the reference week) for reasons other than bad weather or plant breakdown.

13. **Not in the labour force:** Persons who were not in the categories employed or unemployed as defined.

14. **Unemployment rate:** In any group, the number of unemployed persons expressed as a percentage of the labour force in the same group.

15. **Labour force:** All persons who, during the reference week, were employed or unemployed.

16. **Labour force status:** A classification of the civilian population aged 15 years and over into employed, unemployed or not in the labour force, as defined. The definitions conform closely to the international standard definitions adopted by the International Conferences of Labour Statisticians.

17. **Occupation:** Classified according to the *Australian Standard Classification of Occupations (ASCO) 1986* (Catalogue No. 1222.0).

18. **Industry:** Classified according to the *Australian Standard Industrial Classification (ASIC) 1983* (Catalogue Nos. 1201.0 and 1202.0).

19. **Sector of job:** is used to classify a respondents employer as a public or private enterprise. Public sector includes local government authorities, government departments, agencies and authorities created by, or reporting to, the Commonwealth and State parliaments. Those persons for whom sector could not be determined were included in the private sector for the purpose of this publication.

20. **Family:** Two or more related persons (relationship includes relationships by blood, marriage or adoption) usually resident in the same household at the time of the survey. A family comprises a married couple or a family head as

defined, together with any persons having any of the following relationships to them:

- (a) sons or daughters of any age, if not married and with no children of their own present;
- (b) other relatives if not accompanied by a spouse, sons or daughters, or parents of their own; or
- (c) any children under 15 years of age who do not have a parent present.

21. *Family head*: Any person without a spouse present, but with a son or daughter aged under 15 present; or persons without a spouse present, without a son or daughter aged under 15 present, but with a son or daughter aged 15 and over present, provided that the son or daughter has no spouse, son or daughter of his/her own present. If a family has no person falling into either of these categories, the family head is generally defined to be the eldest person in the family. No family head is defined for a married couple family.

22. *Living alone*: A person who is the sole member of a household.

23. *Not a member of a family*: A person who is not related to any other member of the household in which they are living.

24. *Post-school qualifications*: Qualifications held by those persons who had left school and answered "Yes" to the question: "Since leaving school, have you completed a trade certificate, diploma, degree or any other educational qualification?". Respondents indicated which of the following groups best described their highest qualification: Degree; Trade qualification; Certificate or Diploma; or Other post-school qualification.

#### Related publications

25. The ABS produces a wide range of publications relating to the Monthly Labour Force Survey. These include:

- Labour Force Experience, Australia* (6206.0)
- Successful & Unsuccessful Job Search Experience* (6245.0)
- Job Search Experience of Unemployed Persons, Australia* (6222.0)
- Persons Who Have Left the Labour Force* (6267.0)
- Transition from Education to Work* (6227.0)

*Career Paths of Persons with Trade Qualifications* (6243.0)

*Persons Who Had Re-entered the Labour Force* (6264.0)

*The Labour Force, Australia* (6203.0)

*The Labour Force, Victoria* (6202.2)

*A Guide to Labour Statistics* (6102.0)

*Australia's Long-Term Unemployed - A Statistical Profile* (6255.0)

*Work Patterns of Women, Victoria, October 1991* (6204.2)

Current publications produced by the ABS are listed in the Catalogue of Publications, Australia (1101.0), which is available from any ABS office.

#### Previous State Supplementary Surveys

26. Users may be interested in reading past Victorian State Supplementary Survey publications. These have included:

- 1992: *Safety in the Home, Victoria* (4387.2)
- 1991: *Work Patterns of Women, Victoria* (6204.2)
- 1990: *Community Participation in Energy Conservation, Victoria* (4120.2)
- 1989: *Sports Participation, Victoria* (4118.2)
- 1988: *Type and Conditions of Part-time Employment, Victoria* (6304.2)
- 1987: *Crime and Crime Prevention, Victoria* (4507.2)
- 1986: *Water Using Appliances, Victoria* (8709.2)
- 1985: *Domiciliary Services, Victoria* (4402.2)
- 1984: *Travel to Work, School and Shops, Victoria* (9201.2)
- 1983: *Housing, Victoria* (8790.2)

#### Symbols and other usages

\* estimate is subject to a relative standard error of between 25 and 50 per cent.

\*\* estimate is subject to sampling variability too high for most practical purposes (more than 50 per cent). Refer to the Technical Notes at the end of this publication.

STUART JACKSON  
Deputy Commonwealth Statistician

## TECHNICAL NOTES

1. The figures contained in this publication are estimates based on a sample of approximately 7,000 households in Victoria in October 1993.

#### Reliability of the estimates

2. The estimates provided in this publication may be subject to two types of error.

##### *Sampling error*

3. This is the difference which would be expected between the estimate and the corresponding figure that would have been obtained from a collection based on the whole population, using the same questionnaires and procedures.

##### *Non-sampling error*

4. Inaccuracies may occur because of imperfections in reporting by respondents and interviewers, and errors made in coding and processing the data. These errors can occur whether the estimates are derived from a sample or a complete enumeration. Every effort is made to reduce non-sampling error to a minimum by careful design of questionnaires, intensive training and supervision of interviewers and efficient operating procedures.

#### Interpretation of results

5. Since the estimates in this publication are based on information obtained from occupants of a sample of dwellings, both of the above error types must be considered.

#### Estimates of sampling error

6. One measure of the likely difference which would be expected between the estimate based on a sample and the figure that would have been obtained from a complete collection is the standard error (Table A).

7. There are about two chances in three (67 per cent) that an estimate will differ by less than one standard error from that which would have been obtained if all households had been included in the survey. There are about nineteen chances in twenty (95 per cent) that the difference will be less than two standard errors.

8. A standard error expressed as a percentage of the estimate is known as the 'relative standard error'. For example, if an estimate of 4,500 persons has a standard error of 1,125, then the estimate has a relative standard error of  $1,125/4,500 \times 100 = 25$  per cent. The relative standard error is a useful measure in that it provides an immediate indication of the percentage errors likely to have occurred due to sampling.

9. Estimates below 1,200 persons have been included in this publication preceded by two asterisks (e.g. \*\*0.8) because they are subject to high relative standard error (more than 50 per cent). Figures for these small components should not be regarded as reliable.

10. Estimates between 1,200 and 4,600 persons have been included in this publication preceded by an asterisk (e.g. \*2.6). This is to highlight the need for care in using the data because of the high relative standard error (between 25 and 50 per cent).

11. An example of the calculation on use of standard errors is as follows. From Table A we see that a population estimate of 6,000 persons (column 1) has a standard error (SE) of 1,300 (column 2). Therefore, there are two chances in three that the number which would result if all persons were included in the survey lies in the range 4,700 to 7,300 (one SE either side of the estimate, column 4). There are 19 chances in 20 that the true number lies in the range 3,400 to 8,600 (2 SEs either side of the estimate, column 5).

12. A more detailed explanation of standard errors can be found in the technical notes of the *Labour Force, Australia*, (6203.0).

TABLE A. STANDARD ERRORS OF ESTIMATES (a),  
 RETRENCHED WORKERS AND WORKERS WHO ACCEPTED REDUNDANCY PACKAGES,  
 VICTORIA, OCTOBER 1993

Size of estimate ('000)	Standard error of estimate ('000)	Relative standard error (Per cent)	There are about two chances in three that the actual population figure will fall in the range (b) ('000)	There are about nineteen chances in twenty that the actual population figure will fall in the range (b) ('000)
0.8	0.5	60.7	0.3 - 1.3	0.0 - 1.8
0.9	0.5	57.3	0.4 - 1.4	0.0 - 1.9
1.0	0.5	54.0	0.5 - 1.5	0.0 - 2.0
1.1	0.6	51.8	0.5 - 1.7	0.0 - 2.3
1.2	0.6	50.0	0.6 - 1.8	0.0 - 2.4
1.3	0.6	47.7	0.7 - 1.9	0.1 - 2.5
1.4	0.6	45.7	0.8 - 2.0	0.2 - 3.0
1.5	0.7	44.7	0.8 - 2.2	0.1 - 2.9
1.6	0.7	43.1	0.9 - 2.3	0.2 - 3.0
1.7	0.7	41.8	1.0 - 2.4	0.3 - 3.1
1.8	0.7	40.6	1.1 - 2.5	0.4 - 3.2
1.9	0.8	39.5	1.1 - 2.7	0.3 - 3.5
2.0	0.8	38.5	1.2 - 2.8	0.4 - 3.6
2.1	0.8	37.6	1.3 - 2.9	0.5 - 3.7
2.2	0.8	36.8	1.4 - 3.0	0.6 - 3.8
2.3	0.8	35.7	1.5 - 3.1	0.7 - 3.9
2.4	0.8	35.0	1.6 - 3.2	0.8 - 4.0
2.5	0.9	34.4	1.6 - 3.4	0.7 - 4.3
3.5	1.0	28.6	2.5 - 3.5	1.5 - 5.5
4.0	1.1	27.5	2.9 - 5.1	2.8 - 6.2
4.5	1.2	25.6	3.3 - 5.7	2.1 - 6.9
5.0	1.2	24.0	3.8 - 6.2	2.6 - 7.2
6.0	1.3	21.7	4.7 - 7.3	3.4 - 8.6
8.0	1.5	18.8	6.5 - 9.5	5.0 - 11.0
10.0	1.7	16.5	8.3 - 11.7	6.6 - 13.4
20.0	2.3	11.3	17.7 - 22.3	15.4 - 24.6
30.0	2.7	9.0	27.3 - 32.7	24.6 - 34.6
40.0	3.0	7.5	37.0 - 43.0	34.0 - 46.0
50.0	3.3	6.6	46.7 - 53.3	43.4 - 56.6
100.0	4.4	4.4	95.6 - 104.4	91.2 - 108.8
200.0	5.8	2.9	194.2 - 205.8	188.4 - 211.6
300.0	6.7	2.2	293.3 - 306.7	283.2 - 316.8
400.0	7.5	1.9	392.5 - 407.5	385.0 - 415.0
500.0	8.1	1.6	491.9 - 508.1	483.8 - 516.2
1,000.0	10.4	1.0	989.6 - 1,010.4	979.2 - 1,020.4
2,000.0	13.0	0.7	1,987.0 - 2,013.0	1,974.0 - 2,026.0

(a) These figures have been rounded to the nearest 100. (b) These figures have been calculated using the actual figures.



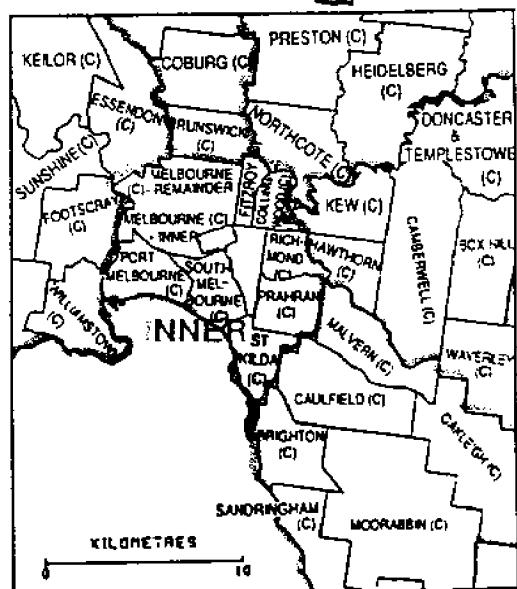
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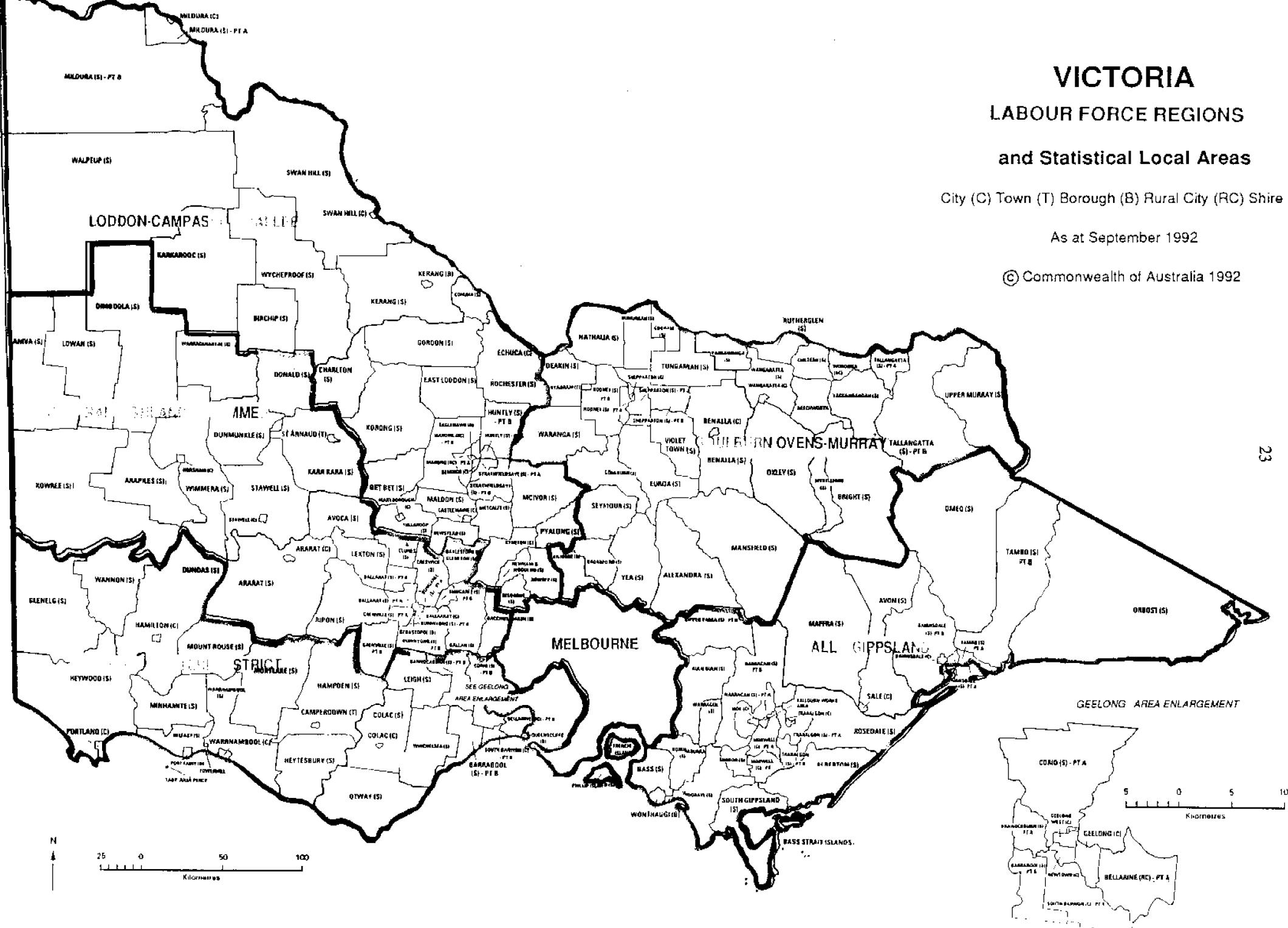
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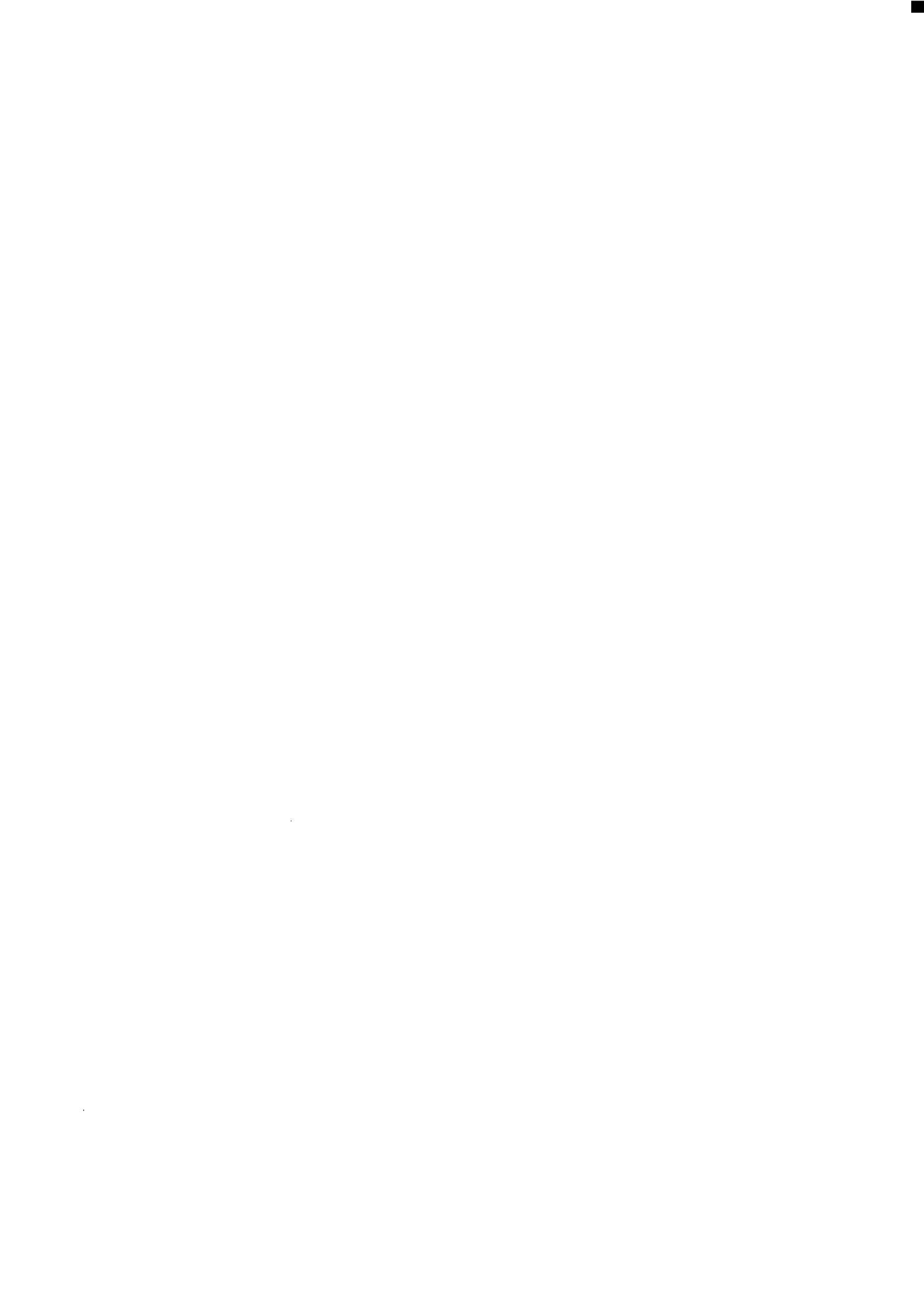
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